

# **DEVELOPING A CULTURE OF PERSONAL AND CORPORATE EXCELLENCE**

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# INTRODUCTION


- Excellence, in spiritual, secular, contemporary, or historical contexts, refer to distinction and outstanding success
- It is a general desire in all human pursuits
- Those who have possessed this uncommon trait have always been distinguished in pursuit
- The bible says of Daniel that, “*Then this Daniel was preferred above the presidents and princes, because an excellent spirit was in him; and the king thought to set him over the whole realm.*”- Daniel 6:3
- The effect of excellence in the life of Daniel was that **he was preferred as the best amongst peers**

# INTRODUCTION CONT'D

- The subject of excellence can be applied both personally and corporately
- However, corporate excellence is a product of the collective engagement of individuals in establishing an excellence demanding culture
- When an organization is excellent, like we saw in Daniel's story, the organization becomes established as preferred amongst others, and considered to be set above all.
- As Covenant University pursues vigorously Vision 10:2022, there is a demand upon her to develop the attributes of excellence



# EXCELLENCE: MAXIMS & DEFINITIONS

- It is important to draw some maxims on the subject of excellence.
  - Excellence is being preferred against (Daniel 6:3)- This means, being the choice amongst various options.
  - Excellence is the possession of value or worth that exceeds your competition (Genesis 41:38)- This means that a man, woman, or organization of excellence exposes the inadequacy of competition in comparison.
  - Excellence is the catalyst for speed (1 Corinthians 15:9/Ephesians 3:8/2 Peter 3:15)- This is because when an excellent approach is engaged, you are able to exceed those who have been clearly more advantaged. Therefore, excellence is an equalizer for the disadvantaged.
  - Excellence is an amplifier (1 Samuel 16:18)
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# UNDERSTANDING THE DEVELOPMENTAL NATURE OF EXCELLENCE

- Excellence is not a gift, but must be developed or cultivated. One of the most profound statements in the scriptures is “*and Jesus increased in wisdom and stature, and in favour with God and man.*”-Luke 2:52
- Jesus was said to grow in favour with God and men. This connotes an increasing experience of acceptance and promotion in the sight of observers.
- The consequence of this is that excellence and distinction is a growing experience, for which Jesus Himself tireless strived
- In fact the scriptures say that, he stretched for the accomplishment of His task (Lk. 12:49-50). If this was the case concerning Jesus, then it must be the case concerning us (Heb. 12:2)



# UNDERSTANDING EXCELLENCE AS A CULTURE

- Furthermore, excellence can go beyond individual pursuit, or corporate target and become a part of personal and organizational culture.
- Organizational culture refers to a number of shared assumptions, values and beliefs which govern how people behave in organizations.
- Clearly, from this definition, culture is the driving force for consistent behavior. Therefore, a culture of excellence can be described as shared assumptions or concepts of excellence, backed with a shared value for excellence, that stand as deep seated convictions, resulting in a common pursuit of excellence by all actors.



# DEVELOPING A CULTURE OF EXCELLENCE

- Therefore, the question of greatest importance here is knowing how to develop a culture of excellence within an organization; and in this case within this God founded and operated University.
- Here are a few insights on the subject for our consideration and engagement:



# DEVELOPING A CULTURE OF EXCELLENCE CONT'D

## ❑ Excellence demands right orientation

- There can be no shared values and beliefs without communication and orientation. The scriptures make it clear that all new experiences must be provoked by change of thinking (Pro. 23:7/Rom.12:2). The bible talks about the desire of God to bring people to the unity of the faith (Eph. 4:13) which is a place of unified conviction. Therefore, this concept is not only contemporary but also scriptural.





# DEVELOPING A CULTURE OF EXCELLENCE CONT'D

## ❑ Excellence requires reporting

- Excellence also demands reporting. In the story of creation, we found god the creator, whose name is called excellent (Ps. 8:1), reporting on every step of creation (Gen. 1:1-31). What is not reported may never be improved. A culture that makes practice of reporting is one that is well on its way to inculcating excellence.



# DEVELOPING A CULTURE OF EXCELLENCE CONT'D

## ❑ Excellence demands assessment and measurement

- But reports are of no value without assessments or measurement. This is important because, self assessment precedes public acceptance. The scriptures demand that we examine ourselves (2 Cor. 13:5). That word connotes setting examinations or tests for ourselves. In creation God scored every aspect of it until He got the goal He wanted (Gen. 1:1-31).



# DEVELOPING A CULTURE OF EXCELLENCE CONT'D

## ❑ Excellence demands proper placement of self

- The depiction of creation shows us that God, the excellent creator (Ps. 8:1), the one whose foolishness is wiser than men (1 Cor. 24-25), never rated Himself excellent in all creation (Gen. 1:1-31). The ratings He gave were good and very good. The bible also says that we must not think more highly than we ought to (Rom. 12:3). Assessments fail when they are excessively generous in commendation and sparse in identifying opportunities for improvement.

# DEVELOPING A CULTURE OF EXCELLENCE CONT'D

## ❑ **Excellence demands open accountability and integrity**

- The final component for the purpose of this lecture is accountability and integrity. The bible demands these factors. The integrity of our culture allows for proper assessment and necessary improvements. When accountability is demanded in such fashion it opens up an organization for excellence.



# CONCLUSION

- It is important to note that a culture of excellence is possible. It forms a core part of the vision of the University.
- However, given the steps unveiled, it is a path that demands the participation of all active participants gathered here.
- It is a product of our collective endeavor. We must demand more from ourselves in order to attain this desired goal of excellence.



**THANK YOU**  
**&**  
**GOD BLESS!**

